Interagency Incident Management Team (IMT) Incident Feedback

Purpose: This feedback form documents the performance of an interagency IMT on an incident assignment, evaluates consistency with the Delegation of Authority and Letter of Expectations/Leader's Intent, provides a summary of team's strengths and areas for improvement, and offers specific, actionable feedback for continuous learning.

Who is responsible? This feedback should be completed by the Agency Administrators (AA) who signed the delegation of authority.

How should it be delivered? Face-to-face discussion with Incident Commander (IC) (and Command and General Staff [C&G] when possible) is required prior to demobilization. Honesty, specificity, and respect are essential. The written comments and discussion are the most important parts of the process.

What happens with this form? The IC will use this feedback with their team for continuous learning and improvement. The AA will send the completed feedback to the Geographic Area Coordinating Groups which will, for interagency Complex IMT assignments, send to the National CIMT Coordinator.

AA Name(s) / Title(s):
AA Contact Information:

Incident Commander(s)		**Incident Type**	
Incident Name		**Incident Number**	
Assignment Dates		**Total Acres**	
Host Agency		**Date**	
Administrative Unit/Sub-Unit		**Participating Agencies**	

Feedback Category	Comments: Please provide written comments in each category.
<u>Command and Leadership</u> 1. Assuming command of the incident (coordination with outgoing team, IC leadership, professionalism of C&G).	a. One or more thing(s) the IMT did particularly well: b. One or more thing(s) the IMT could improve:
2. Preparedness for incident complexity and ability to anticipate/respond to changing conditions (including timely requests for assistance).	a. One or more thing(s) the IMT did particularly well: b. One or more thing(s) the IMT could improve:

Feedback Category	Comments: Please provide written comments in each category.
3. Alignment of IMT actions with leader's intent.	a. One or more thing(s) the IMT did particularly well: b. One or more thing(s) the IMT could improve:
Incident Management and Strategic Planning 4. Appropriate scaling of the organization (staffing adjustments up or down as complexity changed).	a. One or more thing(s) the IMT did particularly well: b. One or more thing(s) the IMT could improve:
5. Collaboration with AAs on risk assessment, communication, and risk mitigation	a. One or more thing(s) the IMT did particularly well: b. One or more thing(s) the IMT could improve:
Cost 6. Cost management and adherence to agency incident business guidelines and leader's intent.	a. One or more thing(s) the IMT did particularly well: b. One or more thing(s) the IMT could improve:
Communications and Relationships 7. Public and cooperator meetings (frequency, quality, inclusion of appropriate staff).	a. One or more thing(s) the IMT did particularly well:

IMT Incident Feedback (2026)

Feedback Category	Comments: Please provide written comments in each category.
	b. One or more thing(s) the IMT could improve:
8. Creation of a common operating picture for resources, AAs, partners, and cooperators.	a. One or more thing(s) the IMT did particularly well: b. One or more thing(s) the IMT could improve:
9. Anticipation and response to natural, cultural, environmental, social, and political concerns.	a. One or more thing(s) the IMT did particularly well: b. One or more thing(s) the IMT could improve:
10. Interaction with other teams on or adjacent to the incident (Buying Teams, BAER, Unified Command, etc.).	a. One or more thing(s) the IMT did particularly well: b. One or more thing(s) the IMT could improve:
11. Creation of a positive, inclusive work environment and clear communication of expectations (including response to any HR-related issues).	a. One or more thing(s) the IMT did particularly well: b. One or more thing(s) the IMT could improve:

IMT Incident Feedback (2026)

Feedback Category	Comments: Please provide written comments in each category.
Transition 12. Transition of command and information to the incoming IMT, organization, or local unit (documentation, outstanding issues, long-term strategy, engagement until complete transfer).	a. One or more thing(s) the IMT did particularly well: b. One or more thing(s) the IMT could improve:
Overall 13. Overall performance of the IMT on this assignment.	a. One thing the IMT did particularly well (biggest strength): b. One thing the IMT could improve for future assignments:

Additional Comments (Optional):

Signatures

Incident Commander	Date
	Click or tap to enter a date.
Agency Administrator	Date
	Click or tap to enter a date.
Agency Administrator	Date
	Click or tap to enter a date.
Agency Administrator	Date
	Click or tap to enter a date.
Agency Administrator	Date
	Click or tap to enter a date.

IMT Incident Feedback (2026)

Routing

Coordinating Group Chair or Representative (Incident)	Date Click or tap to enter a date.
Coordinating Group Chair or Representative (IMT)	Date Click or tap to enter a date.
NMAC CIMT Coordinator* (nicc.cimt@firenet.gov)	Date Click or tap to enter a date.

*For interagency CIMT assignments only.